Syed Nabeel Hussain

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[AUG, 2024]

HR ANALYTICS REPORT: A DATA ANALYSIS PROJECT

PROJECT OVERVIEW

- Objective: To analyze employee attendance, work-from-home trends, and sick leave patterns.
- Tools Used: Power BI, Excel, DAX

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STEP 1: UNDERSTANDING THE HR REQUIREMENTS

- Identified key insights needed by HR:
- - Employee attendance insights
- - Work-from-home employee insights
- - Sick leave insights

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STEP 2: DATA GATHERING & TRANSFORMATION

- Challenges faced: Unstructured Excel data with dates in separate columns
- Solution: Developed a general template for future data integration
- Result: Structured data for easy analysis

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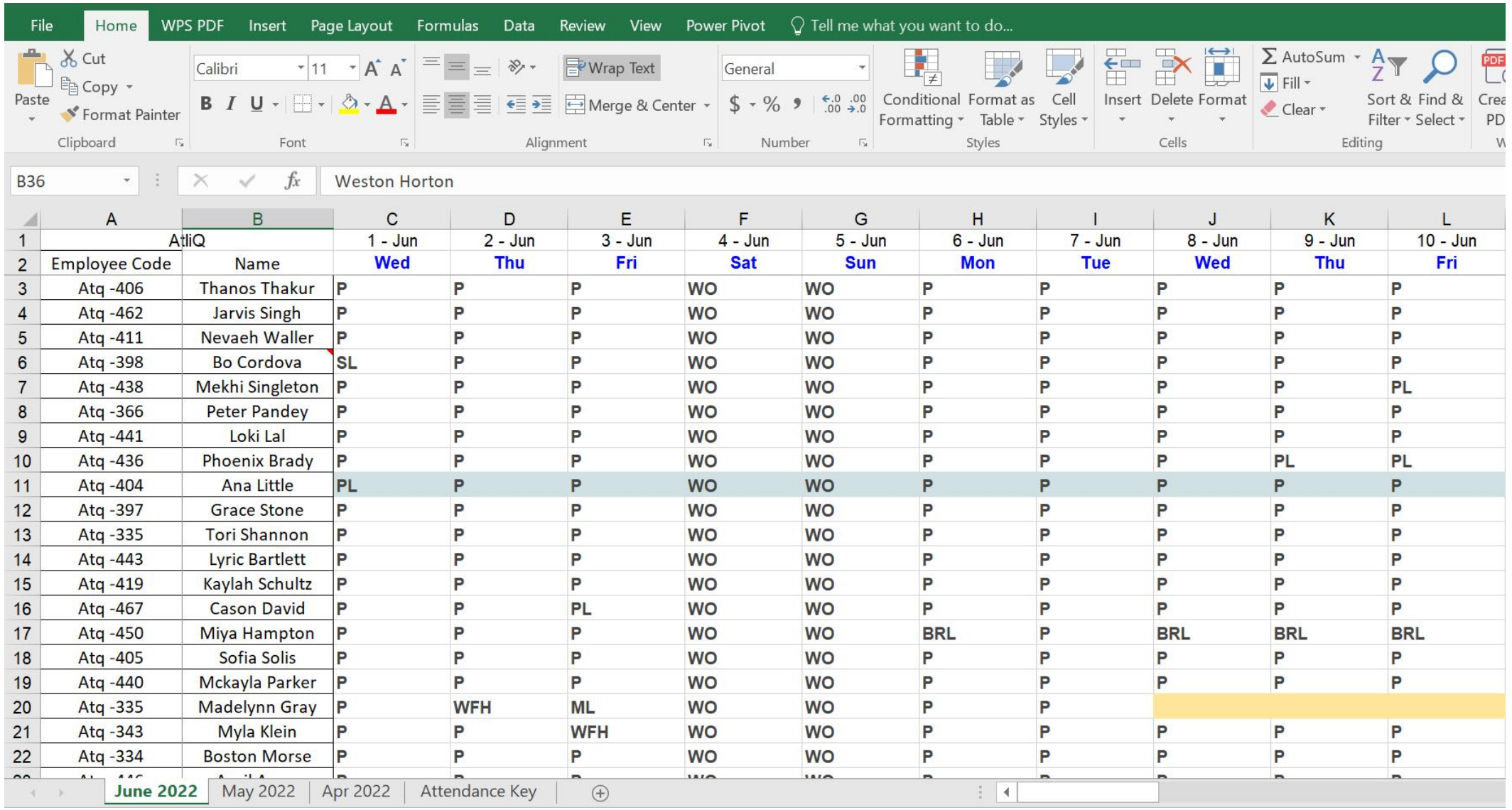

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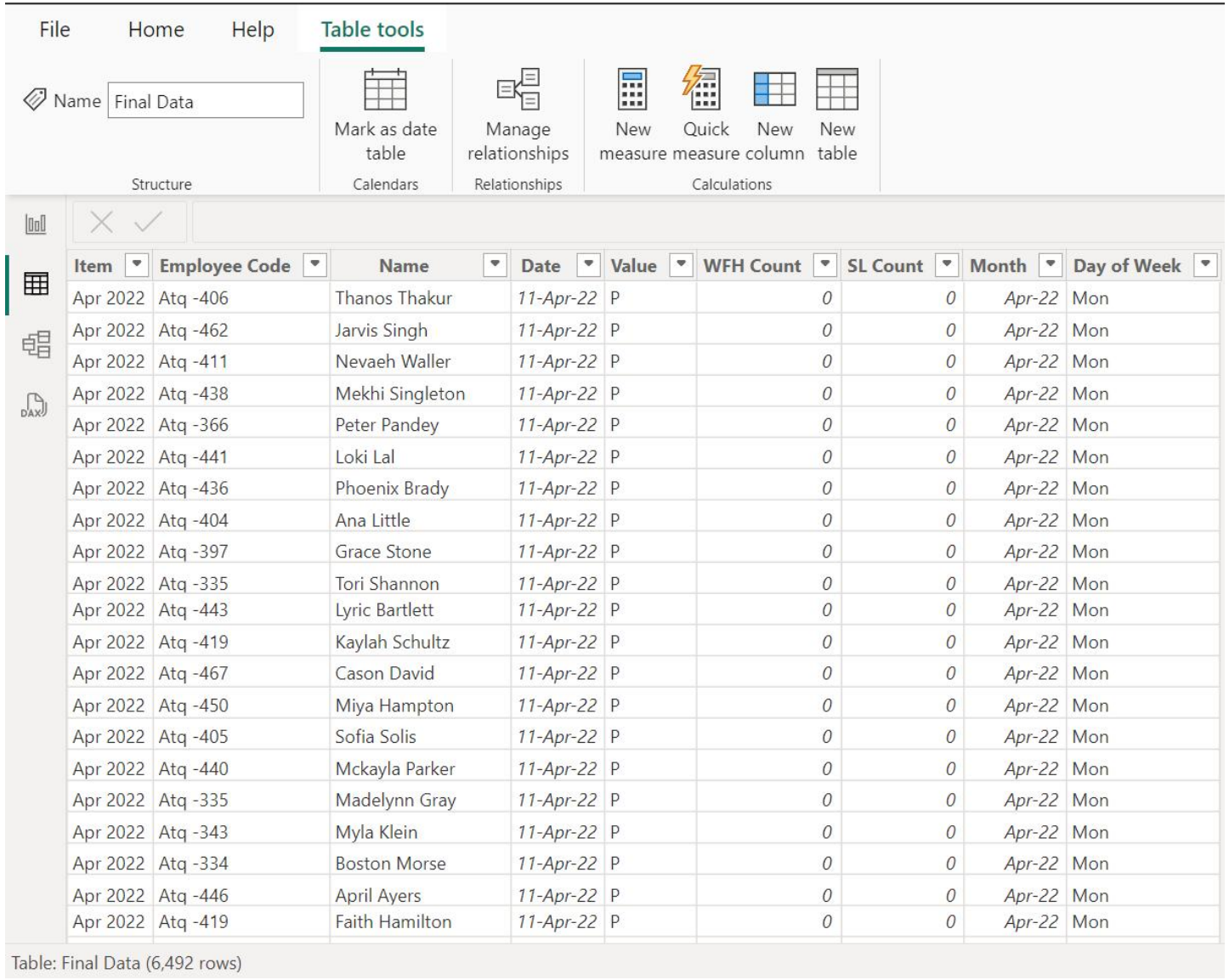
Paste Cut Copy Format Painter | Calibri 11 | Wrap Text | General | Merge & Center | Conditional Formatting | Format as Table | Cell Styles | Insert | Delete | Format | AutoSum | Fill | Clear | Sort & Filter | Find & Select

Clipboard Font Alignment Number Styles Cells Editing

B36 Weston Horton

	A	B	C	D	E	F	G	H	I	J	K	L
1	AtliQ		1 - Jun	2 - Jun	3 - Jun	4 - Jun	5 - Jun	6 - Jun	7 - Jun	8 - Jun	9 - Jun	10 - Jun
2	Employee Code	Name	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri
3	Atq -406	Thanos Thakur	P	P	P	WO	WO	P	P	P	P	P
4	Atq -462	Jarvis Singh	P	P	P	WO	WO	P	P	P	P	P
5	Atq -411	Nevaeh Waller	P	P	P	WO	WO	P	P	P	P	P
6	Atq -398	Bo Cordova	SL	P	P	WO	WO	P	P	P	P	P
7	Atq -438	Mekhi Singleton	P	P	P	WO	WO	P	P	P	P	PL
8	Atq -366	Peter Pandey	P	P	P	WO	WO	P	P	P	P	P
9	Atq -441	Loki Lal	P	P	P	WO	WO	P	P	P	P	P
10	Atq -436	Phoenix Brady	P	P	P	WO	WO	P	P	P	PL	PL
11	Atq -404	Ana Little	PL	P	P	WO	WO	P	P	P	P	P
12	Atq -397	Grace Stone	P	P	P	WO	WO	P	P	P	P	P
13	Atq -335	Tori Shannon	P	P	P	WO	WO	P	P	P	P	P
14	Atq -443	Lyric Bartlett	P	P	P	WO	WO	P	P	P	P	P
15	Atq -419	Kaylah Schultz	P	P	P	WO	WO	P	P	P	P	P
16	Atq -467	Cason David	P	P	PL	WO	WO	P	P	P	P	P
17	Atq -450	Miya Hampton	P	P	P	WO	WO	BRL	P	BRL	BRL	BRL
18	Atq -405	Sofia Solis	P	P	P	WO	WO	P	P	P	P	P
19	Atq -440	Mckayla Parker	P	P	P	WO	WO	P	P	P	P	P
20	Atq -335	Madelynn Gray	P	WFH	ML	WO	WO	P	P			
21	Atq -343	Myla Klein	P	P	WFH	WO	WO	P	P	P	P	P
22	Atq -334	Boston Morse	P	P	P	WO	WO	P	P	P	P	P

June 2022 | May 2022 | Apr 2022 | Attendance Key

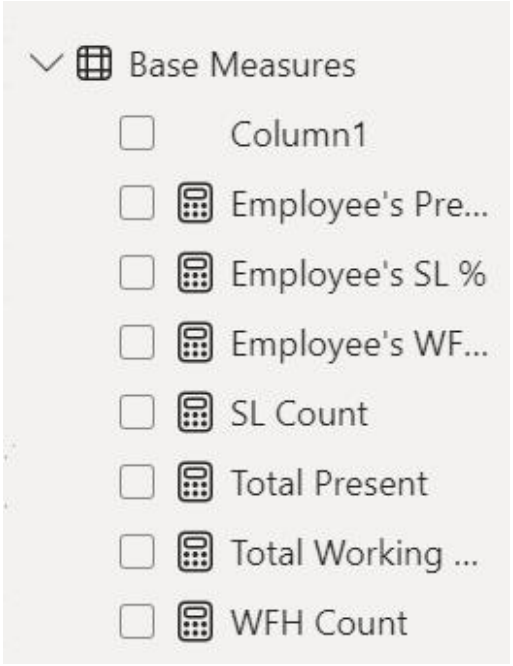


Item	Employee Code	Name	Date	Value	WFH Count	SL Count	Month	Day of Week
Apr 2022	Atq -406	Thanos Thakur	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -462	Jarvis Singh	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -411	Nevaeh Waller	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -438	Mekhi Singleton	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -366	Peter Pandey	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -441	Loki Lal	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -436	Phoenix Brady	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -404	Ana Little	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -397	Grace Stone	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -335	Tori Shannon	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -443	Lyric Bartlett	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -419	Kaylah Schultz	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -467	Cason David	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -450	Miya Hampton	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -405	Sofia Solis	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -440	Mckayla Parker	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -335	Madelynn Gray	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -343	Myla Klein	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -334	Boston Morse	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -446	April Ayers	11-Apr-22	P	0	0	Apr-22	Mon
Apr 2022	Atq -419	Faith Hamilton	11-Apr-22	P	0	0	Apr-22	Mon

Table: Final Data (6,492 rows)

STEP 3: CREATING DAX MEASURES

- Key DAX measures created.
- Purpose: To generate insightful metrics for HR decision-making



```
Total Present =
var p_count = CALCULATE(COUNT('Final Data'[Value]), 'Final Data'[Value] = "P")
var wfh_count = SUM('Final Data'[WFH Count])
RETURN
p_count + wfh_count
```

```
Total Working Days =
var all_days = COUNT('Final Data'[Value])
var non_working_days = CALCULATE(COUNT('Final Data'[Value]),'Final Data'[Value] IN {"WO", "HO"})
RETURN all_days - non_working_days
```

```
Employee's Present % = DIVIDE([Total Present], [Total Working Days], 0)
```

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STEP 4: CREATING THE POWER BI REPORT

- Developed a dynamic Power BI report with interactive visuals
- Integrated all HR requirements into the report

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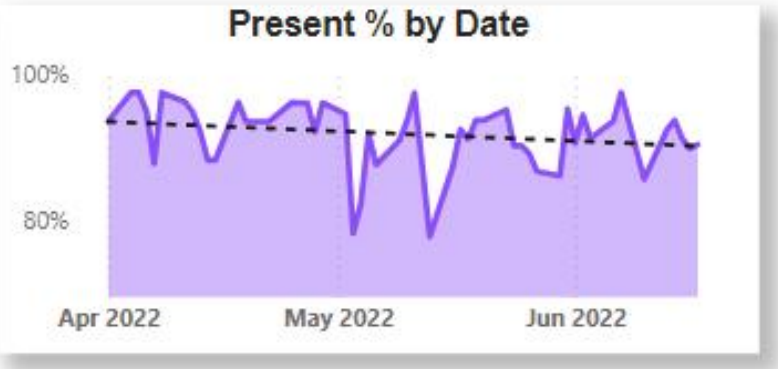
HR Analytics Report

Month
All

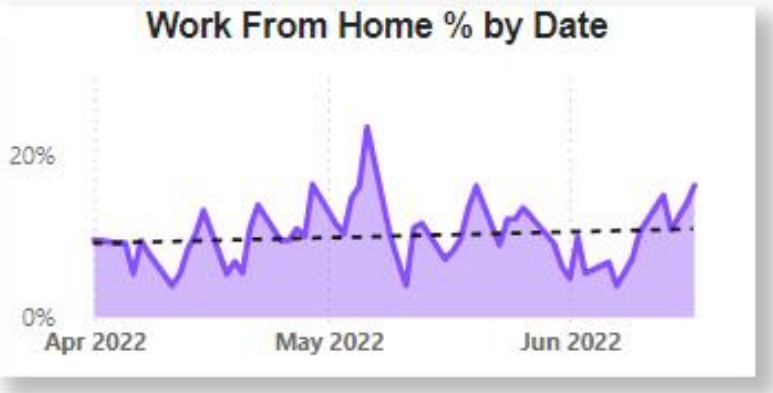
91.83%	10.00%	1.10%
Employee's Present %	Employee's WFH %	Employee's SL %

Employee Name	Present %	WFH %	SL %
Alexander Davenport	100.00%	100.00%	0.00%
Gregory Carr	52.38%	100.00%	0.00%
Gustavo Ritter	100.00%	100.00%	0.00%
Leslie Navarro	100.00%	100.00%	0.00%
Makai Hardy	100.00%	100.00%	0.00%
Maximus Mckenzie	100.00%	100.00%	0.00%
Zaiden Wheeler	80.00%	100.00%	0.00%
Joel Cruz	85.71%	45.83%	0.00%
Salvatore Hendrix	94.44%	44.12%	2.78%
Andrew Cummings	95.24%	40.00%	0.00%

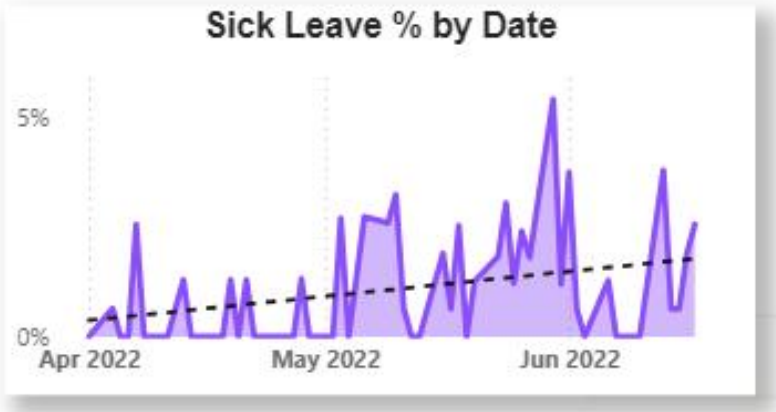
Employee Name	4/1/2022	4/4/2022	4/5/2022	4/6/2022	4/7/2022	4/8/2
Aditya Walls						
Adriel Pace	P	P	P	P	P	P
Adyson Moyer	P	P	P	P	P	P
Alexander Davenport						
Alyson Huber						
Ana Little	P	P	HPL	PL	SL	P



Day of Week	Present %
Mon	93.21%
Tue	93.03%
Wed	92.11%
Thu	90.72%
Fri	90.19%



Day of Week	WFH %
Fri	13.01%
Thu	11.51%
Mon	8.77%
Wed	8.43%
Tue	8.11%



Day of Week	SL %
Mon	1.62%
Tue	1.22%
Thu	1.05%
Wed	0.93%
Fri	0.70%